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solved by large average reductions, whether the service remains in the hands of private companies or goes into the hands of the government, but can only be solved by considering the cost of the service to the different classes of users, so that users shall pay more directly in proportion to what they actually obtain from the telephone company in the way of messages. This may call upon the larger users to pay more, but users of small and medium needs may then pay less.

DUGALD C. JACKSON.

*Massachusetts Institute of Technology.*

#### NEW BOOKS

BURNETT, D. F. *Cases on the law of private corporations, selected and supplemented with notes.* (Boston: Little, Brown. 1916. Pp. 140.)

MAYOR, J. *Government telephones. The experience of Manitoba, Canada.* (New York: Moffat, Yard. 1916. Pp. viii, 176. \$1.)

WORMSER, I. M. *Illustrative cases on corporations. A companion book to Clark on corporations, third edition.* (St. Paul: West Pub. Co. 1916. Pp. x, 451. \$2.50.)

I. *Opposing government ownership and operation of public utilities.*  
II. *Advocating exclusive regulation of all railroads by the federal government.* (New York: Merchants' Association of New York. 1916. Pp. 55.)

*The federal antitrust laws with amendments.* (Washington: Dept. of Justice. 1916. Pp. 105.)

#### Labor and Labor Organizations

*The Boot and Shoe Industry in Massachusetts as a Vocation for Women.* By the DEPARTMENT OF RESEARCH OF THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION (Boston). Studies in Economic Relations of Women, Vol. VI. Bulletin of the United States Bureau of Labor Statistics, Whole No. 180; Women in Industry Series, No. 7. (Washington: United States Department of Labor. 1915. Pp. 109. 80 cents.)

*Millinery as a Trade for Women.* By LORINDA PERRY. Prepared under the direction of SUSAN M. KINGSBURY and MARIAN PARRIS SMITH. Studies in Economic Relations of Women, Vol. V. (New York: Longmans, Green and Company. 1916. Pp. xi, 134. \$1.50.)

The series of Studies in Economic Relations of Women of

which the two books under review are a part have a human interest generally lacking in statistical surveys of industries. Social and individual welfare as affected by conditions of labor is the keynote of the inquiry. But to my mind the most valuable contribution which these volumes make to this economic problem is the discussion of wage schedules involving as it does a detailed study of seasonal fluctuations of employment in trades that are dominated by the whim of fashion.

Standards of living depend most intimately upon wages received. In an earlier investigation of wages of women workers, it was estimated that a minimum wage of \$9 per week was necessary to insure a decent standard of living for women in Boston. If we bear this in mind the statistics presented in these studies become most significant.

Ranking next to textiles in the number of women employed, the boot and shoe industry "represents the high-water mark of earnings for factory women." The study of wage returns in this industry is therefore particularly instructive. Seasonal fluctuations debar many workers from steady employment; from 9,000 to 10,000 drop out of the industry entirely at dull seasons. This fluctuation varies essentially with the system of manufacture. Factories using the "stock system" where the product is little affected by styles show least variation, while those using the "order system," especially large factories making high-grade goods, show most extreme seasons. The busy seasons also vary for different localities and even for different factories in the same locality with an inevitable tendency to induce a restless shifting about, especially among the younger workers, in an unsuccessful attempt to keep employed. The wages of this class, therefore, can be considered only as supplementary. For purposes of study and analysis, interest naturally centers in the earnings of "steady workers," those who work at least 48 weeks, most of them indeed work 50 and 51 weeks, for here we really gauge what women workers may earn in this industry. An important fact at once made evident in the statistical tables is "the surprising fluctuation of weekly wages" even in seasons of active production. This is illustrated in two tables (22, 23) which show the weekly wages of four hand workers and three machine workers for a period of three months. Variations ranging from \$1 to \$9 in these schedules make it evident how seldom a worker actually receives what is easily her "potential wage." Again, two tables (32, 33) show

time lost by twenty-six time workers and seventeen skilled machine workers on piece work with the consequent serious deductions from annual earnings. This time lost is shown to be seldom due to voluntary absences and must be ascribed to what is termed "factory unemployment," that is, irregularity in the amount of work given out. The net result of these factors is shown in the annual earnings of 1,313 workers, of whom 513 received \$500 or more; 800 received \$500 or less; and 670 of these received \$450 or less. That is, nearly half of these skilled steady workers received less than \$9 a week in a factory industry that is admittedly one in which women are paid the best wages.

Millinery is an attractive trade to women. Its artistic appeal, the social status accorded its workers, and the incentive of high wages obtainable at the top make it a popular choice of young girls. It has, however, many drawbacks from the point of view of the woman who needs an occupation for self-support. With the exception of "trimmers," a comparatively small group of skilled and artistic workers who receive high wages, the statistics presented in this study show that the rank and file of "makers," comprising fully three quarters of those in the trade, at best receive nominal weekly wages of \$8 to \$9, which in the majority of cases average less than \$5 a week for the year. Millinery is indeed a good example of "a parasitic trade," "a trade employing partially subsidized woman's labor," the worker being in part dependent upon the family group.

Seasonal employment reaches its greatest exaggeration in millinery. The busy season means "rush work," the taking on of a large force of temporary helpers, serious physical and nervous strain for employees and over-time work. The dull season brings the problem of unemployment which has not yet been satisfactorily solved by any "scheme of dovetailing several trades." The swing of fashion together with "a chronic over-supply of labor" exert the strongest influence in bringing about present conditions in this "absolutely unorganized and unregulated trade." It is therefore suggested that correctional influences would be organization of employers to solve the seasonal problems and to modify the vagaries of fashion, organization of employees for self-protection and to raise their own industrial standards, and a campaign of education among consumers to make them more intelligent and considerate in demands. As far as possible, also, young workers should be warned against the trade; "only those of ex-

ceptional skill, persistency, or economic resources should be permitted to enter."

We are here confronted by the cold fact that even in the ranks of skilled labor, it is but a small minority of women who can be considered to be properly self-supporting. We certainly should not regret that for a large class of women employment is only a means of supplementing a fairly adequate family income. The presence of these workers in the industrial field does, however, seriously complicate the problem of self-support for less fortunately situated women.

Such studies as these not only bring this problem squarely to the front but also contribute much valuable material towards its solution. Those who are interested in problems of minimum wage legislation, vocational guidance and instruction for the trades will find a fund of reliable information in these volumes.

SARAH S. W. WALDEN.

*New Haven, Conn.*

*Collective Agreements in the Men's Clothing Industry.* By CHARLES H. WINSLOW. Bulletin of the United States Bureau of Labor Statistics, Whole No. 198; Conciliation and Arbitration Series, No. 7. (Washington: Government Printing Office. 1916. Pp. 186.)

The present volume represents the seventh report in the series issued by the United States Bureau of Labor Statistics under the subject of Conciliation and Arbitration. The report is divided into two parts, the first dealing with agreements between Hart, Schaffner and Marx and their employees, and the second with agreements between the unions and associations of manufacturers. The first of these is much more satisfactory than the second, which does little more than to present the provisions embodied in the various agreements.

The machinery for collective bargaining and mediation in the Hart, Schaffner and Marx establishment has been developed gradually as the result of the serious strike during the latter part of 1910. In January, 1911, an agreement was negotiated between the workmen and their employers which provided for a board of arbitration, one member to be selected by the employers, one by the employees, and a third by the two previously chosen. This board, for which it was found impossible to get a third member, was to adjust the existing difficulty and to fix a method for settling grievances which might arise in the future.